



**PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION  
100 WITHERSPOON STREET  
LOUISVILLE, KY 40202-1396  
Toll Free 1-888-728-7228 ext. 8550  
Fax # (502) 569-5870  
[www.pcusa.org/clc](http://www.pcusa.org/clc)**

### MINISTRY INFORMATION FORM

Ministry ID: 20720

Ministry Name: Trinity Presbyterian Church, PC (USA)

Mailing Address: 607 Hospital Road

City: Starkville, Mississippi 39759

Telephone Number: 662-323-9340 Fax Number: 662-323-0945

Email: [vschramm624@gmail.com](mailto:vschramm624@gmail.com)

Web site: [www.trinitypresstarkville.org](http://www.trinitypresstarkville.org)

#### Congregation or Organization Size(Select one)

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members
- N/A

Average Worship Attendance 53









**\*Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

| <u>Years of Experience</u>    | <u>Position Type</u>   | <u>Years of Experience</u> | <u>Position Type</u>               |
|-------------------------------|--|----------------------------|------------------------------------|
| 1 <sup>st</sup> Ordained Call | Solo Pastor  |                            | General Assembly Staff             |
|                               | Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff) |                            | Church Business Administrator      |
|                               | Head of Staff (supervised one teaching elder and other staff)                          |                            | Executive Director                 |
|                               | Associate Pastor (Christian Education)   |                            | Director of Music (non-ordained)   |
|                               | Associate Pastor (Youth)   |                            | Minister of Music (ordained)       |
|                               | Associate Pastor (Other)   |                            | Mission Co-worker (International)  |
|                               | Pastor (Church Planter, New Worshipping Community)                                     |                            | Christian Educator (Certified)     |
|                               | Pastor (Transformation/Redevelopment)  |                            | Christian Educator (non-certified) |
|                               | Pastor Interim   |                            | Administrator                      |
|                               | Pastor ( for a designated term)  |                            | Funds Developer                    |
|                               | Pastor (Other Temporary i.e., Supply, Student)   |                            | Finance Manager                    |
|                               | Pastor, yoked/parish   |                            | Media Specialist                   |
|                               | Co-pastor  |                            | Communicator                       |
|                               | Executive Pastor   |                            | Coordinator                        |
|                               | Evangelist or Mission Pastor   |                            | Youth Director (non-ordained)      |
|                               | Bi-vocational/Tentmaker  |                            | Other                              |
|                               | Chaplain   |                            |                                    |
|                               | Pastoral Counselor   |                            |                                    |
|                               | College/Seminary Faculty   |                            |                                    |
|                               | Seminary Staff   |                            |                                    |
|                               | Campus Ministry  |                            |                                    |
|                               | General Presbyter/Executive Presbyter<br>Presbytery Leader                             |                            |                                    |
|                               | Stated Clerk (Presbytery)  |                            |                                    |
|                               | Synod Executive  |                            |                                    |
|                               | Mid-Council Program Staff  |                            |                                    |





You may also specify the position title (if appropriate) Pastor

**\*Employment Status**

Full Time                       Part Time                       Open to Either  
 Bi-vocational (able to provide employment through outside partnership)

**Is this a yoked congregation?**  No                       Yes

(If yes, please complete the Yoked Congregation Detail Form.)

**Clergy Couple** (Are you open to a clergy couple?) Yes                       No

**Certification/Training** (check below the desired certification or training needed for the position):

|  |                          |                                      |                          |
|--|--------------------------|--------------------------------------|--------------------------|
| Interim/Transitional Ministry Training | <input type="checkbox"/> | Interim Executive Presbyter Training | <input type="checkbox"/> |
| Certified Christian Educator           | <input type="checkbox"/> | Certified Business Administrator     | <input type="checkbox"/> |
| Certified Conflict Mediator            | <input type="checkbox"/> | Clinical Pastoral Education Training | <input type="checkbox"/> |
| Other <input type="checkbox"/>         |                          |                                      |                          |

**Language Requirements**

|   |  |                                    |   |
|---|--|------------------------------------|---|
| <input checked="" type="checkbox"/> English | <input type="checkbox"/> Spanish       | <input type="checkbox"/> Korean    | <input type="checkbox"/> French           |
| <input type="checkbox"/> Arabic             | <input type="checkbox"/> Armenian      | <input type="checkbox"/> Creole    | <input type="checkbox"/> Portuguese       |
| <input type="checkbox"/> Japanese           | <input type="checkbox"/> Russian       | <input type="checkbox"/> Swahili   | <input type="checkbox"/> Burmese          |
| <input type="checkbox"/> Cambodian          | <input type="checkbox"/> Indonesian    | <input type="checkbox"/> Laotian   | <input type="checkbox"/> Thai             |
| <input type="checkbox"/> Vietnamese         | <input type="checkbox"/> Taiwanese     | <input type="checkbox"/> Cantonese | <input type="checkbox"/> Mandarin Chinese |
| <input type="checkbox"/> Twi                | <input type="checkbox"/> Sign Language | <input type="checkbox"/> Other     |   |

**Statement of Faith Required**  Yes                       No



### **Mission Statement**

What is your congregation's or organization's Mission Statement?

### **Acceptance.Inquiry.Service**

**The Mission of Trinity Presbyterian Church is to create a safe environment for everyone to learn, explore, and seek God. Jesus is among us when we make room for all persons with their questions, doubts, beliefs, ideas, and passions. "What you do for the least of these in my name, you do for me." We are seeking to grow in faith, understanding, service and love.**





## NARRATIVE QUESTIONS

*(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)*

1. What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.

As a Matthew 25 and More Light congregation, Trinity is called to offer an open, affirming worship alternative within a small community. Trinity seeks always to provide a warm, lively place of spiritual rejuvenation for its worshipers, whether longtime members or first-time visitors. Trinity in many ways serves a small niche congregation, particularly emphasizing love, and inclusion, but it also serves a membership who desire all to feel welcomed and who wish to grow in number.

Surrounded by serene greenery within a university town, Trinity's congregation feels God's presence in the beauty of the natural world and the marvels of science. We seek to model stewardship of the environment and vulnerable populations to our young people joyfully, as a part of a holistic Christian experience, demonstrating through service that church is not merely a weekly worship hour. We wish to engage in multi-generational, cross-cultural dialogues and missions, serving God as agents of change in our local community and beyond.

We seek opportunities to worship God both as a body and individually, respecting one another's spiritual journeys. Trinity offers both





traditional and unconventional worship experiences to help all members find meaningful moments that resonate.

Finally, Trinitarians celebrate connection and fellowship, often coming together with music and food. Frequent gatherings are a vital part of Trinity's mission, as we support our church family throughout all phases of life.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

Trinitarians value compassion and open-mindedness—not merely tolerating but embracing and affirming diverse perspectives—and our church is a source of community activism. Trinity's long history of service counteracts pervasive problems like poverty, illiteracy, hunger, and lack of access to safe water. Trinity believes in **action**, physically giving our time, talents, and ourselves to worthy causes municipally, regionally, nationally, or globally. Our congregation is active in causes such as helping provide meals for the needy, organizing semiannual blood drives, supporting Habitat for Humanity, and reaching out to neighbors impacted by ICE raids. Our calling to protect natural resources ranges from installing water-treatment facilities in developing countries to sponsoring a local chapter of the Boy Scouts. Our facility is utilized by the community as a local voting precinct and hosts regular bridge, yoga, book club, and breakfast club gatherings.





We want to be active allies in stamping out intolerance in all its forms and seek a pastor to lead us boldly and energetically toward a more inclusive future that embraces all regardless of race, economic status, gender identification, sexual orientation, or disability. We wish to wrestle with difficult topics involving social injustice and inequity, as well as encourage our local leaders to craft solutions. Trinity espouses a growth mindset over a fixed one, and we seek to model a living, inclusive, service-based faith.

3. How will this position help you to reach your vision and mission goals?

The Sacraments teach us to give thanks for God's blessings, to commit to living by Christ's example even amidst the challenges of modern times, to serve our Lord by serving our neighbors, and to welcome all to the table, reconciling personal differences in recognition that we are all children of God.

Trinity seeks a pastor who primarily serves in a support role for the congregation in the above capacities, with some executive functions. By setting an example of living gratefully and joyfully, the pastor would inspire and rejuvenate the congregation. By preaching timely sermons relevant to modern, real-world families and issues, the pastor would serve as a beacon of wisdom and empathy in these harried times. By engaging in church outreach and community activism, the pastor would become a catalyst, enabler, and bridge-builder for positive change. By serving as Trinity's recognizable face within the community, our pastor





would boost our local profile and help attract new members who are hungry for the type of open, accepting, informal worship opportunities we provide. At Trinity, we believe that many young families and individuals in our community are looking for a church exactly like ours.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

Our congregation feels God's call toward a pastor who exudes enthusiasm, empathy, and openness. Our pastor will join our congregation in warmly celebrating life's joyous moments and will guide and counsel us through life's inevitable pitfalls and sorrows. Our pastor will feel a sense of ease with all our worshipers, from the very young to the elderly—including our valued members who identify as LGBTQ+ or who have disabilities.

Our pastor will help us meet young families and new members where they currently are: in the "real world," struggling to balance the competing demands of growing children, busy careers, aging parents, and self-care. We will recognize our pastor through dynamic, relatable sermons underscoring contemporary issues. Our pastor will embrace modern technology to help expand our church's social media footprint and local visibility.

God is calling our pastor to be an activist, searching out opportunities for our congregation to challenge injustice or hate (including if we find it





within ourselves) and to shape productive solutions, such as through community and church partnerships.

Last but not least, our pastor will eschew rigidity and pretention for flexibility and creativity. Our pastor will push us as a congregation to find new ways to celebrate God and engage with our neighbors, both within and outside our church walls. In turn, our pastor will be receptive to non-traditional opportunities for growth and fellowship.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?

### **Worship Leadership and Congregational Care:**

- Serve as a spiritual role model and guide of deep Christian faith
- Lead weekly worship services with engaging sermons that challenge and appeal to a diverse congregation
- Plan services so that the liturgy and sermon are appropriate to the church calendar
- Oversee engaging, age-appropriate children's sermons weekly and joyfully interact with the children
- Identify and bring into service the specific talents and expertise of the congregants, leading members to effective participation
- Confer the Sacraments, arranging to serve Communion on a regular basis to homebound congregants
- Attend to pastoral duties such as weddings and funerals
- Provide special support for congregation members and friends with acute and/or long-term struggles, including pastoral care and visits to the homebound as needed





### **Executive and Administrative Functions:**

- Act as Head of Staff/Pastor
- Serve as our liaison to the St. Andrew Presbytery, the Synod of Living Waters, PC (USA)
- Moderate monthly Session meetings
- Work with church committee chairs
- Work collaboratively with the Worship Committee, choir director, and church pianist
- Assist in the church's recruitment efforts and social media/marketing initiatives
- Serve as Trinity's authoritative source regarding procedural rules and regulations
- Oversee production of the Sunday Bulletin
- Hold weekly office hours
- Supervise the church secretary
- Train new elders

#### **OPTIONAL LINKS**

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

[trinity@trinitypcusa.org](mailto:trinity@trinitypcusa.org)

[facebook.com/TrinityPresbyterianStarkville](https://www.facebook.com/TrinityPresbyterianStarkville)





**\*LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

| <b>THEOLOGICAL/SPIRITUAL INTERPRETER</b> |  |   |   |
|--|--|---|---|
|  | <b>Compassionate</b> – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.   |   | <b>Hopeful</b> – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.   |
| X  | <b>Preaching and Worship Leadership:</b> Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence. | X | <b>Spiritual Maturity:</b> Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology. |
|  | <b>Lifelong Learner</b> – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.   |   | <b>Teacher</b> – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.    |
| <b>COMMUNICATION</b>                     |  |   |   |
|  | <b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.   |   | <b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.   |
| X  | <b>Public Communicator</b> - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.  |   | <b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)   |
|  | <b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.   |   |   |





### ORGANIZATIONAL LEADERSHIP

|   |   |   |   |
|---|---|---|---|
|   | <b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.  | X | <b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.   |
|   | <b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.  | X | <b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.   |
|   | <b>Externally Aware</b> - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.  |   | <b>Entrepreneurial</b> - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.  |
| X | <b>Risk Taker</b> – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.   |   | <b>Task Manager</b> - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes. |
|   | <b>Willingness to Engage Conflict:</b> Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.  |   | <b>Decision Making:</b> Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.  |
| X | <b>Organizational Agility:</b> Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.   |   | <b>Strategy and Vision:</b> Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.   |
|   | <b>Financial Manager</b> – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems. |   | <b>Funds Developer</b> – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.   |
|   | <b>Collaboration:</b> Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the   |   |   |





|                                 |   |   |  |
|---------------------------------|---|---|--|
|                                 | strengths and limitations of others.  |   |  |
| <b>INTERPERSONAL ENGAGEMENT</b> |   |   |  |
| X                               | <b>Interpersonal Engagement</b> - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes. |   | <b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.   |
| X                               | <b>Motivator</b> - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.   |   | <b>Personal Resilience:</b> Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate |
|                                 | <b>Initiative:</b> Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.  | X | <b>Flexibility</b> - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.   |
|                                 | <b>Self Differentiation:</b> Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.  |   |  |





**\*COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered "effective salary" by the Board of Pensions of the PC (U.S.A.)*

See Effective Salary Definition at Board of Pensions.

Minimum *Effective* Salary \$ 43,000                      Maximum *Effective* Salary \$ \$52,600  
Housing Type                             Manse  
     x   Housing Allowance  
          Open To Either (Manse or Housing Allowance)  
          Not Applicable (*For Non-pastoral Positions Only*)

### **\*EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church "...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

  x   Yes

       No





### REFERENCES (Limit 3)

Below, please list persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Rev. Deb de Boer  
Address 600 Audubon Lane, Oxford, MS 38655  
Phone Numbers 661-342-9495 – cell 662-323-9340 - office  
Relation Current Transitional Pastor for Trinity Presbyterian Church  
E-mail pastor@trinitypcusa.org

Name Rev. Dr. Thomas A. Cheatham  
Address 100 Acorn Lane, Starkville, MS 39759  
Phone Numbers 662-312-6833 – cell 662-615-1384 - home  
Relation Local PC (USA) Pastor - now retired  
E-mail tomcheatham8@gmail.com

Name Pat & Charter Murray  
Address 2 Old Post Road, Longwood, FL 32779  
Phone Numbers Pat – 407-353-7231 Charter – 407-342-8668  
Relation Former Church Secretary (Pat) & Members  
E-mail mezozzled@hotmail.com





**\*Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name Vicki Schramm  
Address 110 Kingston Court  
City Starkville State MS Zip Code 39759  
Preferred Phone 662-418-7487  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required): vschramm624@gmail.com

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee Vicki Schramm Date May 27, 2021  
*Signature*

Clerk of Session Vicki Schramm Date June 13, 2021  
*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*